



# Leading Indirectly

Seminar in the **TRAINING LEADERS of CADETS** curriculum  
"Leading Cadets" Block • Lesson L3

CIVIL AIR PATROL



# Introduction

*"Leaders don't create followers,*



*they create more **leaders.**"*

- Tom Peters

CIVIL AIR PATROL



# Objectives & overview



Define “indirect leadership”

Discuss ways to lead cadets indirectly

Describe principles of indirect leadership related to counseling and disciplining cadets

Apply principles of indirect leadership to case studies

CIVIL AIR PATROL



## Indirect leadership



What is “indirect leadership”?



CIVIL AIR PATROL





## Methods

# How do you lead cadets indirectly?



Describe indirect leadership methods related to:

1. Getting cadets started on a new project or job
2. Making mid-stream adjustments as cadets lead a project or team
3. Debriefing cadets and helping them learn from their mistakes

CIVIL AIR PATROL



# Counseling & disciplining

## What principles should guide seniors in counseling & disciplining cadets?

- General principles
- Indirect leadership methods



CIVIL AIR PATROL



## Case studies

### Examine your assigned cases:

1. Clearly state the leadership problem
2. Describe what you would do to bring the cadet toward a solution



CIVIL AIR PATROL



# Conclusions

Indirect leadership methods develop cadets' potential more effectively than authoritarian or direct leadership methods

Begin with "mission-type orders" to define the goal, not prescribe the solution

Require updates and approvals along the way

Ask questions to tighten cadets logic and introduce new ideas

Mentor and debrief cadets to help them learn from their mistakes



CIVIL AIR PATROL

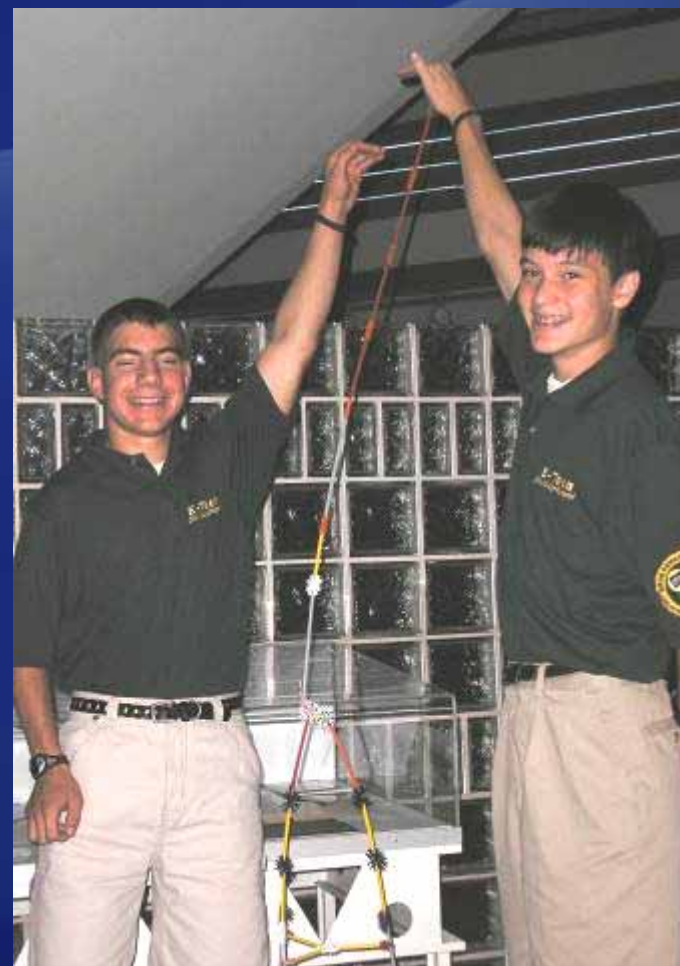




## Final thought

Don't tell people how to do things, tell them what to do and **let them surprise you with their results.**

- George S. Patton



CIVIL AIR PATROL